

Washoe Ability Resource Center

Executive Director / CEO

EIN **880089002**
 NV · NTEE P82Z
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Lavonne Brooks, Executive Director / CEO** (\$218,059) against **every comparable organization** that fit the selection criteria — **91** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

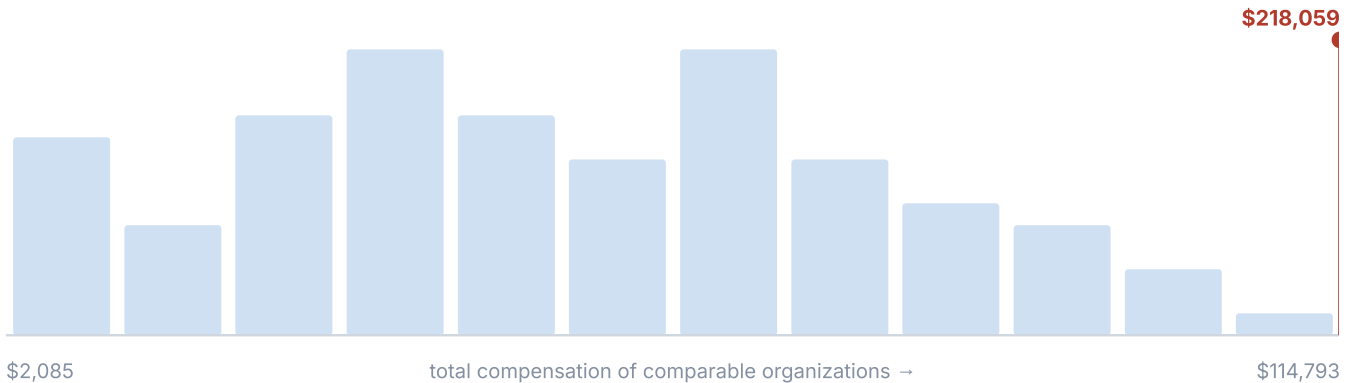
Benchmarked executive: Lavonne Brooks — reported title "PRESIDENT/ CEO EX-OFFICIO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P82Z).
BUDGET	Total revenue between \$193,376 and \$432,931 — 0.67x to 1.50x the subject's \$288,621 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P82), nationwide + budget 0.67–1.5x revenue.

91 organizations qualified on sector, size, and geography → **91** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,137	\$29,778	\$47,274	\$68,195	\$85,184	\$218,059
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● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to NV cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Learning On The Log	GA	\$292,874	Executive Dir.	\$20,000	\$20,062	2024
Athletes Without Limits	OR	\$283,783	Board Of Directors	\$2,550	\$2,532	2022
Faces Of Courage Foundation Inc	FL	\$282,004	Ceo	\$95,385	\$89,395	2024
Shared Support Maryland Inc	MD	\$280,339	Executive Dir.	\$65,302	\$60,907	2024
Lucky Project	UT	\$279,993	President	\$39,000	\$40,997	2023
Catholic Coalition For Special	MD	\$300,534	Executive Director	\$24,150	\$22,525	2024
Capable Kids Foundation Inc	TX	\$301,684	Execuive Director	\$78,805	\$78,643	2024
Missouri Inclusive Housing	MO	\$275,431	Secretary	\$50,000	\$51,470	2025
Pierce County Coalition For	WA	\$302,992	Executive Di	\$70,000	\$64,370	2023
Cura Personalis Project Inc	MD	\$272,993	Program Director & Co-founder	\$99,496	\$95,540	2023
Possibility Place	TN	\$271,742	Executive Dir.	\$35,083	\$35,842	2025
Chez Nous Inc	CT	\$306,869	Exec Dir/pre	\$37,917	\$36,515	2023
The Arc Washington County Inc	PA	\$270,228	Executive Director	\$94,985	\$94,498	2024
Freedom Farm	MN	\$309,114	President	\$71,060	\$72,118	2023
Twb Residential Opportunities li Inc	NY	\$309,773	Ceo/vice President	\$52,793	\$47,592	2024
Lennons House	NJ	\$265,025	Executive Director	\$24,000	\$21,377	2024
Hanover Arc Inc	VA	\$263,583	Executive Director	\$18,375	\$18,223	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Down Syndrome Network Of Montgomery County Inc	MD	\$261,838	Executive Director	\$46,800	\$43,650	2024
Dreams Come True Inc	TX	\$317,541	President	\$72,000	\$71,852	2024
Mi-journey	MI	\$258,518	Executive Director	\$59,472	\$61,240	2024
Speaking Up For Us	ME	\$320,069	Executive Director	\$78,108	\$78,028	2024
Fairfield Center Of Hope	OH	\$322,379	Executive Director	\$52,415	\$55,384	2024
Watch Care Inc	FL	\$254,439	President	\$35,000	\$33,771	2023
Alstrom Syndrome International	MD	\$253,997	President	\$16,500	\$15,844	2023
Tri-state Independent Blind Society Inc	IA	\$328,076	President	\$32,663	\$35,679	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to NV cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

Sample, role match & sensitivity

PEER COUNT	91 organizations. Compensation range \$2,085–\$114,793; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$288,621); for reference, expenses \$386,497 and assets \$690,796.
ROLE MATCH	Lavonne Brooks, reported title " <i>PRESIDENT/ CEO EX-OFFICIO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	91 st

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Lavonne Brooks) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 91 similarly situated organizations (Same NTEE sector (P82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$218,059 is reasonable (approximately the 100th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.